

# NAMAP-CT NEWSLETTER

*Spring 2022*



## Connecticut State Colleges & Universities

### What's New?

- 167 New Participants Joined NAMAP
- NAMAP Completes Second Equitable Recruitment and Retention Roundtable (ER3)
- U.S. Department of Labor approves NAMAP Unregistered Apprenticeships
- International Business Machines (IBM) & the American Council on Education (ACE) Collaborate on Awarding College Credit for Apprenticeships
- Lockheed Martin Extends Apprenticeship Navigators Community of Practice
- Middlesex Community College Media Center Developing NAMAP Promotional Videos

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#### Employer Partners:

IBM, General Dynamics Electric Boat, Lockheed Martin, and Pratt & Whitney

#### NAMAP Grant Partners:

Achieving the Dream (ATD), Higher Ed Insight, NIMS and Tooling U Online Learning

#### Manufacturing Associations:

Aerospace Components, Manufacturers, Inc. (ACM); California Manufacturing & Technology Associations (CMTA), Eastern Advanced Manufacturing Alliance (EAMA), and Small Manufacturers Association of CT (SMA).

#### Workforce Partners:

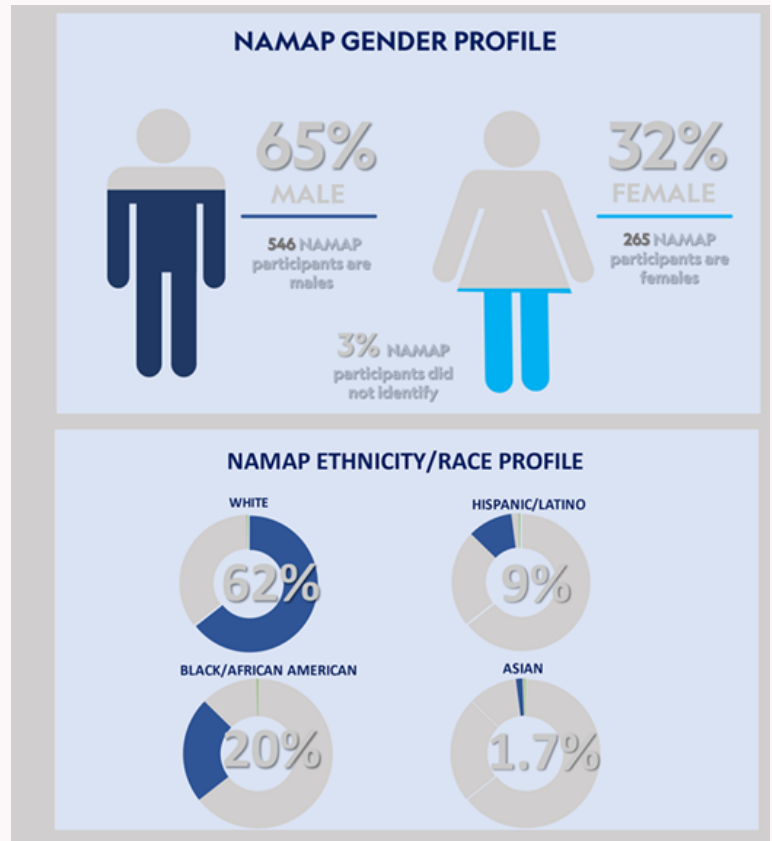
State of Connecticut Department of Labor (CTDOL), Eastern CT Workforce Investment Board (EWIB): Northwest Regional Workforce Investment Board (NRWIB) and Sound Manufacturing Inc.

#### Training/Education Partners:

Connecticut Center for Advanced Technology (CCAT), Manufacturing Apprenticeship Center, Westerly Education Center (WEC), Quinebaug Valley Community College, Three Rivers Community College, Asnuntuck Community College, Goodwin College and New England Board of Higher Education.

# Targeted Population

The NAMAP grant added 167 participants in the quarter ending 12-31-21 for a total count of 842 apprentices or 24 percent of the target grant deliverables. Participants are represented by three grant partners. The Eastern Workforce Investment Board (EWIB) represents 19 percent of participants with a count of 160, IBM represents 3 percent of participants with a count of 29, and Lockheed Martin represents 78 percent of all participants with a count of 653.



## NAMAP STATE RESIDENT PROFILE



NAMAP extended its national footprint by serving apprentices in 7 additional states bringing the grants total to 19 states. NAMAP has exceeded the initially proposed service area of 13 states. Florida continues to have the largest representation with 331 participants (40 percent of all NAMAP participants), followed by Arkansas with 293 participants (35 percent of all NAMAP participants), and Connecticut with 151 participants (18 percent of all NAMAP participants). The remaining states where NAMAP participants reside include: Alabama, California, Colorado, Louisiana, Maryland, Michigan, Minnesota, Mississippi, New Jersey, New Mexico, New York, North Carolina, Pennsylvania, Rhode Island, Texas, and Virginia.

## NAMAP Occupations Profile

O\*NET Manufacturing Occupations



NAMAP currently, has 18 distinct manufacturing occupational categories which includes two new additions: Computer Systems Analysts, and Information Security Analysts. The area with the largest representation is O\*NET code (Occupational Code) number 51-2011.00 - Aircraft Structure, Surfaces, Rigging, and Systems Assemblers with 599 apprentices (71 percent) followed by a combination of Occupational Information Network (O\*NET) 17-3023.00 - Electrical and Electronics Engineering Technologists and Technicians with 44 participants (5 percent) and O\*NET 51-9061.00 - Inspectors, Testers, Sorters, Samplers, and Weighers with 34 participants (4 percent).

## EASTERN CT MANUFACTURING PIPELINE INITIATIVE (MPI)



### Pre-Apprenticeship Highlight



#### Eastern CT Manufacturing Pipeline Initiative – MPI

The Eastern CT Manufacturing Pipeline Initiative (MPI) is a workforce development pre-apprenticeship program created and managed by the Eastern CT Workforce Investment Board (EWIB) in connection with over 30 other state and regional stakeholders. Eastern CT MPI partners include employers, organized labor, colleges, economic development, high schools, and technical high schools. The program is designed to raise the baseline of CT's labor force competencies to align with the in-demand skills of manufacturers. The core element of the Eastern CT MPI is high-rigor skills training classes (150-300 hours in duration) with a curriculum designed by employers. The strong engagement from General Dynamics Electric Boat (EB) and the Eastern Advanced Manufacturing Alliance (EAMA), a ~50-member consortium of manufacturers, to design the curriculum is a critical attribute to the success of the program. The MPI prototype was initially funded by a Workforce Innovation Fund (WIF) award from the U.S. Department of Labor (USDOL) and targets the unemployed and underemployed.

There are 4 main stages of the program: 1) Outreach 2) Assessment 3) Training and 4) Job Placement. Eastern CT MPI utilizes the American Job Centers (AJCs) for recruiting outreach and developing a talent pipeline. Applicants are then given a skills inventory (skill assessment) that focuses on basic ruler reading, shop math, and spatial reasoning. The skills inventory provides an understanding of the skill level and preparedness of the applicant for potential training and jobs. Individuals who do not initially pass the assessment are afforded further opportunities via skills remediation classes and adult education programs. Candidates who pass the assessments become eligible for training classes taught by regional colleges at various technical labs. Eastern CT MPI Instructors are subject-matter experts from the advanced manufacturing industry. Training schedules are developed with partnering employers, EB and EAMA, to ensure graduates have in-demand skills during peak hiring periods. The occupational skills targeted: in the training include Machine Operating, Welding, and Plastics. Eastern CT MPI also includes EB-specific training based on hiring demand which includes Pipefitting, Shipfitting, Sheetmetal, Electrical, and Design/Drafting. MPI Educational Training partners are Three Rivers Community College at Ella Grasso Technical High School in Groton; Quinebaug Valley Community College in Danielson & Willimantic and, the Community College of Rhode Island (CCRI) in Westerly, RI. Upon completion of the training, AJC Case Managers aid with job placement.

The Eastern CT MPI program has been wildly successful by aligning the training classes with employer hiring needs. Over 300 manufacturing companies have hired MPI graduates and 90 percent of graduates immediately receive a job offer. Employer partners have concluded that the retention rate for Eastern CT MPI graduates is 50 percent higher than that of employees hired through traditional methods. The Eastern CT Manufacturing Pipeline Initiative is a proven public/private partnership that has produced results for the jobseeker, the employer, and the taxpayer given its tremendous return on investment. The program has the potential to be a national model, as its key elements are replicable to other geographic regions and industries. Connecticut is currently replicating the program with the information technology and healthcare industries.



## Apprentice Spotlight



**Crystal Eldrich- Machinist  
Jaypro Sports- Waterford, CT**

Before joining the Manufacturing Pipeline Initiative (MPI) pre-apprenticeship program, Crystal was a martial arts instructor in Aikido for 15 years. During the COVID-19 pandemic, she was forced to pivot from martial arts and look for new employment. While watching TV one night, she witnessed an advertisement for the Eastern CT MPI pre-apprenticeship program. From the advertisement, she went to the website of the Eastern CT Workforce Investment Board ([ewib.org](http://ewib.org)) and applied for the program. Like 80 percent of the Eastern CT MPI participants, Crystal had no previous manufacturing experience; however, she knew she was a visual learner and enjoyed hands-on, practical learning. The Eastern CT MPI program seemed like a good fit. The Eastern CT MPI program provided Crystal with hands-on learning in welding, plasma cutting, and more. The program even offered refreshers in critical math skills to ensure her preparedness for the training. Crystal believes the coolest part of the program is the Industry Instructors. What helped Crystal succeed in the Eastern CT MPI program was the opportunity to work with experienced instructors who could explain the practicality of the work. It made for a positive learning experience. After completing the MPI training, Crystal was placed with Jaypro Sports, a leading manufacturer of institutional sports equipment and athletic field/facility solutions located in Waterford, CT. Jaypro has been a great fit for Crystal-who continues to be in disbelief that she now has a career in manufacturing.

## Employer Partner Update

Employer partners provided an additional 167 new participants to NAMAP in the quarter ending December 31, 2021. NAMAP employer partners also contributed to a collective discussion during the second Equitable Recruitment & Retention Roundtable (ER3) in December of 2021. IBM, in collaboration with the American Council of Education (ACE), began a review of Software Engineering (SWE) Program. As a result, the SWE program is now recognized for 45 college credit hours – 16 of these credit hours being upper-division credits. Lockheed Martin (LM) continues to provide robust learning and best-practices discussion across its two communities of practice focused on those interested in learning about apprenticeship and its cadre of Apprenticeship Navigators training across LM. The Eastern CT Workforce Investment Board (EWIB) continues to train participants in the Manufacturing Pipeline Initiative (MPI) program. Lastly, on the employer front, the Department of Labor approved the use of unregistered apprenticeships for the NAMAP allowing for the expansion into more manufacturing occupational categories-- a plus for employers looking for flexibility to their approach to apprenticeships.



## Equitable Recruitment and Retention Roundtable

On December 8, 2021, the NAMAP Team held its second Equitable Recruitment & Retention Roundtable (ER3). Session 2 of the roundtable was highlighted by a best practice presentation from IBM. IBM presented its best practices for the recruitment of people of color in under-represented communities. IBM highlighted its Pathways in Technology Early College High School (P-TECH) program. P-TECH is a workforce development program that provides high school students the opportunity to earn an Associate Degree while in high school at no cost to the student! The program targets people of color in under-represented communities and includes workplaces skills, mentorship, industry exposure, and internships. P-TECH graduates are recruited directly into IBM Registered Apprenticeships. During the event, IBM also highlighted equitable recruitment practices such as creating job postings with inclusive language and skills requirements, attracting a wide pool of applicants through diverse strategic partners, presenting a diverse slate of applicants for consideration- and ensuring interviewers are trained and prepared to interview without bias. With the help of employer partners, ER3 continues to successfully build and grow in the advanced workforce. For more info, or general inquires on the National Advanced Manufacturing Apprenticeship Project, please contact the H. Jemiel Rose, NAMAP Project Director at [Hrose@commnet.edu](mailto:Hrose@commnet.edu) or 860-723-0614. Thank you.

## Upcoming Events

- The NAMAP team is working with Middlesex Community College (MXCC) to create video content highlighting the apprenticeship models of the NAMAP grant. The video content created will be used to spotlight the different programs of CT anchor employers via the NAMAP website and social media platforms.
- The next NAMAP ER3 Session #4 is planned for Summer 2022.

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